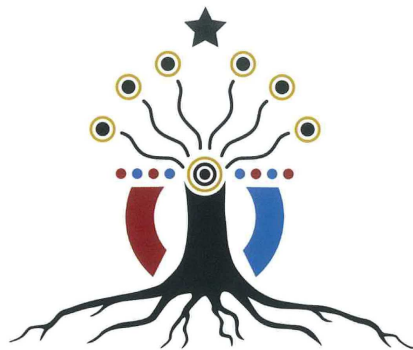


# Being an 'outsider' on the 'inside'

*Working cross culturally:  
Lessons from Practice*



Building Indigenous Research Capacity

Drawing from the Past and Present to improve our Future

**Dr Jenni Judd**

Senior Research Fellow

Building Indigenous Research Capacity  
School of Public Health Tropical Medicine and  
Rehabilitation Science and  
Indigenous Health Unit

# Overview

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- Cultural competence - why is it important
  - Capacity building – the invisible work
  - Participatory Action Research
  - Principles that underpin this work
  - Lessons from practice
-

# Cultural competence

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## Culture:

*“the integrated pattern of human behaviour that includes thoughts, communications, actions, customs, beliefs, values and institutions of a racial, ethnic, religious or social group”* (Cross et al, 1989)

## Cultural competence:

*“a set of congruent behaviours, attitudes, and policies that come together in a system, agency or amongst professionals and enables that system agency and professionals to work effectively in cross cultural situations”* (Cross et al, 1989)

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# Cultural competence 2

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## Individual:

*“The state of being capable of functioning effectively in the context of cultural differences” (Cross et al, 1989)*

## Organisational:

*“ A set of congruent behaviours, attitudes and policies that come together in a system, agency or among professionals and enables this system, agency or those professionals to work effectively in cross cultural situations” (Cross et al, 1989)*

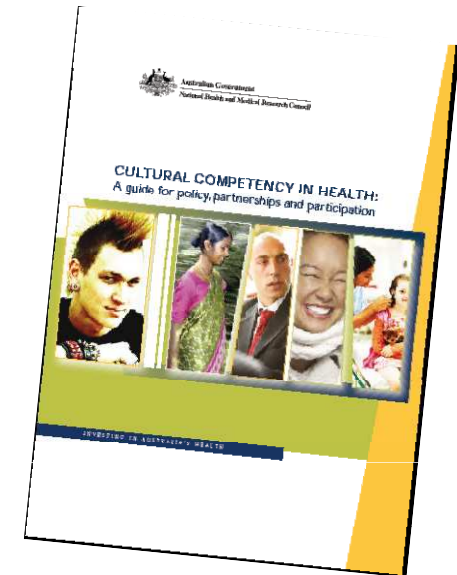
## Community:

*“Communities strive to enhance awareness, strengthen accessibility and improve quality and effectiveness of available services and resources promoting continued health and well being” (Cross et al, 1989)*

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# Cultural competence 3

- Found within the core competencies of the Australian Health Promotion Association (2009), NHMRC (2005)
- Reinforced by the values of Health Promotion such as social justice and equity
- Also the Galway Consensus Document (2008)



Competency is defined as '*the ability to apply particular knowledge, skills, attitudes, and values to the standard of performance required in specified contexts*' HP Forum 7, Issue 71 (AHPA, 2009)



2009

Core Competencies for  
Health Promotion Practitioners

# Cultural competence 4

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**cultural competence**

**cultural sensitivity**

**cultural safety**

**cultural respect**

**Cultural awareness**

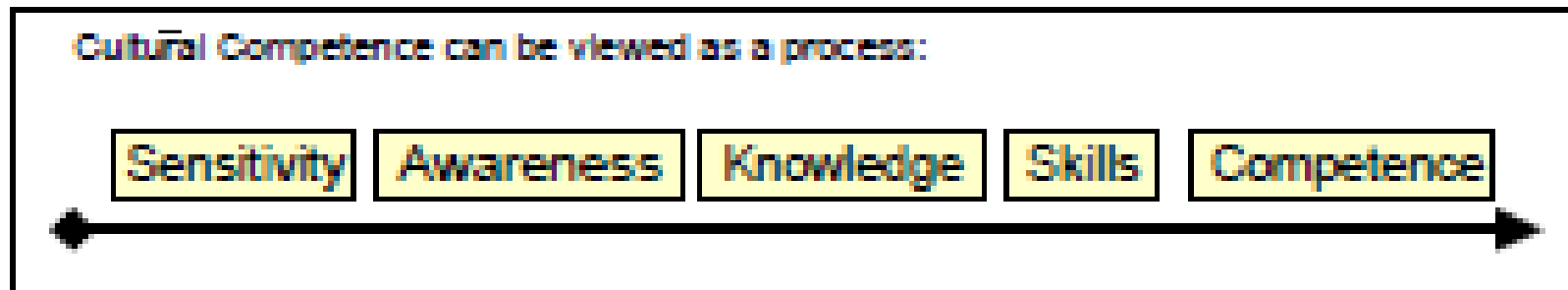
**cultural security**

**cultural humility**

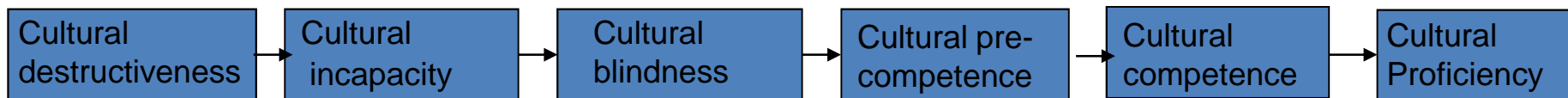
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# Cultural competence 5

- There are a range of models :



Source: *A Cultural Competence Guide for Primary Health Care Professionals in Nova Scotia*, 2005, p1



Source: Cross 1988

# My story



- Began in NT in 1980
- Moved to Townsville in Queensland in 2007
- 12 Indigenous Researchers in 2007
- 16 Indigenous Researchers in 2010



# Building Research Capacity



Miller A and Judd J 2008 "Building Indigenous Research Capacity: A way forward to Self-determination to address Indigenous Health Disparities. Poster at Population Health Congress, Brisbane.

# Core Principles of Working Cross Culturally



# Principles

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1. Relationships
2. Engagement – Working and learning together
3. Inclusiveness – Participatory
4. Reciprocity – Partnerships – Two way learning
5. Respect – Trust
6. Empowerment – Self Determination
7. Communication – Connection
8. Capacity building – Community Development
9. Spirituality - Philosophy



# Lessons from Practice

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- Examine your own values, behaviours, beliefs and assumptions
  - Recognise racism and the institutions or behaviours that initiate and perpetuate racism
  - Familiarise yourselves with the core cultural elements of the individuals/communities that you work with
  - Develop a relationship of trust and respect by interacting with openness, understanding and a willingness to hear different perspectives and act on it
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# Lessons from Practice

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- Apologise and acknowledge your mistakes
  - Be flexible in your approach
  - Listen deeply, observe closely, and don't talk too much
  - Learn, Inquire, avoid polarisation, avoid arguing and defending and show empathy and humility
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# How do I measure my success?

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- Connection, respect and trust
    - Number of connections and the strengths and quality of those connections
  - Direct experience in practice
  - Practical application in relationships
  - Effective engagement with the scholars
  - Continued communication and requests for assistance, review of papers, suggestions
-





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